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Form **990**

Department of the Treasury Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047

2008

Open to Public Inspection

A For the 2008 calendar year, or tax year beginning 07-01-2008 and ending 06-30-2009

B Check if applicable
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Termination
- ☐ Amended return
- ☐ Application pending

Please use IRS label or print or type. See Specific Instructions.

C Name of organization
UNITARIAN UNIVERSALIST SERVICE COMMITTEE INC

Doing Business As

Number and street (or P O box if mail is not delivered to street address) | Room/suite
689 MASSACHUSETTS AVENUE

City or town, state or country, and ZIP + 4
CAMBRIDGE, MA 02139

D Employer identification number
04-6186012

E Telephone number
(617) 868-6600

G Gross receipts $ 7,297,613

F Name and address of Principal Officer
Charlie Clements
689 MASSACHUSETTS AVENUE
CAMBRIDGE,MA 02139

H(a) Is this a group return for affiliates? ☐ Yes ☑ No

H(b) Are all affiliates included? ☐ Yes ☐ No
(If "No," attach a list See instructions)

H(c) Group Exemption Number ▶

I Tax-exempt status ☑ 501(c) (3) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J Web site: ▶ WWW UUSC ORG

K Type of organization ☑ Corporation ☐ trust ☐ association ☐ other ▶

L Year of Formation 1948 **M** State of legal domicile MA

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
See Additional Data Table

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its assets

3	Number of voting members of the governing body (Part VI, line 1a)	3	15
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	15
5	Total number of employees (Part V, line 2a)	5	64
6	Total number of volunteers (estimate if necessary)	6	1,676
7a	Total gross unrelated business revenue from Part VIII, line 12, column (C)	7a	24,079
b	Net unrelated business taxable income from Form 990-T, line 34	7b	13,094

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	5,650,460	4,960,691
	9	Program service revenue (Part VIII, line 2g)		0
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	922,898	-875,379
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	327,895	135,158
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	6,901,253	4,220,470
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	1,314,203	1,005,220
	14	Benefits paid to or for members (Part IX, column (A), line 4)		0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	3,322,607	3,446,031
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	88,978	78,826
	b	(Total fundraising expenses, Part IX, column (D), line 25 963,175)		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	2,582,215	1,778,512
	18	Total expenses—add lines 13–17 (must equal Part IX, line 25, column (A))	7,308,003	6,308,589
	19	Revenue less expenses Subtract line 18 from line 12	-406,750	-2,088,119

			Beginning of Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	22,013,859	18,316,327
	21	Total liabilities (Part X, line 26)	5,653,156	5,675,708
	22	Net assets or fund balances Subtract line 21 from line 20	16,360,703	12,640,619

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

Please Sign Here

****** | 2009-11-05
Signature of officer | Date

Michael ZouZoua Chief Financial Officer
Type or print name and title

Paid Preparer's Use Only

Preparer's signature ▶	Date	Check if self-employed ▶ ☐	Preparer's PTIN (See Gen Inst)
Firm's name (or yours if self-employed), address, and ZIP + 4 ▶ CBIZ Tofias 350 Massachusetts Avenue Cambridge, MA 02139			EIN ▶ Phone no ▶ (617) 761-0600

May the IRS discuss this return with the preparer shown above? (See instructions) ☑ Yes ☐ No

Part III Statement of Program Service Accomplishments (See the instructions.)

1 Briefly describe the organization's mission

See Additional Data Table

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? . . . . ☐ Yes ☑ No

If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting or make significant changes in how it conducts any program services? . . . . ☐ Yes ☑ No

If "Yes," describe these changes on Schedule O

4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses Section 501(c)(3) and (4) organizations and 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code) (Expenses $ 1,676,207 including grants of $ 246,951) (Revenue $)

HUMAN RIGHTS PROGRAMS - I Environmental justice focus on the human right to waterUUSC environmental justice program focus is on the human right to water sufficient, safe, acceptable, physically accessible and affordable water for personal and domestic use The human right to water has been recognized in international treaties and national constitutions since 2002 However, this right is still evolving and is being eroded by the inclusion of water and other essential services as commodities in international trade treaties and conventions UUSC works with partners and colleague organizations to guarantee that inappropriate privatization or public service schemes do not threaten people's right to access safe, affordable water UUSC supports efforts to develop alternative water services models that meet the human right to water while promoting sustainable use of water resources The democratic participation and citizen involvement in water services (water and sewerage) at the community, local, state, national and international levels are critical to the promotion and protection of the human right to water and are a part of the program focus Where depletion caused by contamination, over-extraction, or climate change creates conflicts over water, UUSC works with partners to influence public policy so that everyone will have access to safe and affordable water The program includes human rights research, granting, technical assistance, publication, and public education The geographic focus of our program includes the Americas, Africa and Asia UUSC is working with a federation of unions of water workers in Peru to develop alternatives for modernizing the country's water and sanitation services In Bolivia we are working with a federation of neighborhood organizations in El Alto to participate in the creation of a publicly owned and managed water supply system We are working with the Tanzania Gender Networking Program to mainstream the gender issues for women and girls related to water services, in particular the budgeting In Ecuador, we work with a children and youth group to address the water services problems in low income neighborhoods in the urban areas of Guayaquil In South Africa, we are working with a citizen's group to support the implementation of the South African constitutional right to water in poor urban neighborhoods In the Philippines, we are supporting research and education on the right to water in the region In Argentina, we fund support for a low income law clinic, where students learn about the human right to water and work on cases where the poor, especially women, do not have access water services In the United States we are working with Massachusetts Global Action to provide educational resources for citizens to evaluate the public and private water services alternatives in greater metro Boston and research about the discriminatory policies affecting low income residents in Boston Water and Sewer's service area And we are working with grass roots organizations in California to support their efforts to ensure low income communities have access to safe, affordable water

4b (Code) (Expenses $ 1,455,039 including grants of $ 197,278) (Revenue $)

HUMAN RIGHTS PROGRAMS - II Economic justice, addressing the issues of globalization and privatization with a focus on defending the right of all to earn a livelihood with dignity UUSC addresses the rights of marginalized and vulnerable workers through partnership, policy work, and connecting our membership with experiential learning opportunities in economic justice, using an analysis of the ways in which gender, race, and class render particular groups of people vulnerable to economic injustice In this effort, UUSC supports innovative grassroots efforts that seek to defend and strengthen workers rights to organize and labor in dignity for a fair wage Internationally, UUSC supported its partner STITCH to roll-out its gender focused workers' education and organizing tool, the "Women, Labor & Leadership Curriculum," through labor schools with women union members in El Salvador, Nicaragua, Honduras, and Guatemala In addition, STICH continues to work in direct collaboration with UUSC worker center partners in Northwest Arkansas and Mississippi to bring elements of this curriculum to immigrant women workers in the United States In Kenya this year, UUSC worked to implement the crisis response support to the Kenya National Alliance of Street Vendors and Informal Traders (KENASVIT) and the Rock Women Group in the wake of post-election crisis in December 2007 Specifically, KENASVIT facilitated a series of peace-building and conflict resolution seminars in each of its seven urban alliance sites, the first and most comprehensive efforts of its kind in Kenya Both KENASVIT and Rock Women Group also designed and implemented a Revolving Loan Fund program with integrated ongoing monitoring and evaluation We provided continued technical support to our partners for their ongoing programs to address the concrete needs of informal workers and youth at-risk UUSC also facilitated a 10-day experiential learning trip in which eight Unitarian Universalists traveled to visit with and learn about UUSC's four partner organizations in Kenya In Mexico, we worked with partner the Center for the Promotion and Defense of Human Labor Rights (CEPRODEHL) to organize women workers in the export-processing zones in the state of Yucatan Technical support included translating communications materials created by our partner and publishing them on UUSC's website - including stories, pictures, and first-hand accounts of the challenges facing women maquila workers - and supporting CEPRODEHL to participate as a key stakeholder in improving the legal framework to protect women workers against violence in the workplace With facilitation from our collaborating partner Global Labor Strategies, we formed initial relationships with allies inside and outside China who are working on workers' rights - particularly of migrant women workers - in China We intend to extend our work in this area to form a partnership with a grassroots NGO in China as soon as resources permit Domestically, UUSC supported worker center partner MPOWER (Mississippi Poultry Workers for Equality and Respect) as it responded to the largest single workplace immigration raid in US history (in Laurel, Miss) and during a major leadership transition, so that it could continue providing vital support to workers in the poultry industry through its racial solidarity programs and workers' rights training MPOWER continues to build its poultry worker-led board of directors and to network with other Southern-based worker centers to share strategies and best practices, particularly around the challenge of wage theft UUSC also supported partner Northwest Arkansas Workers' Justice Center with strategic planning support, building its methodology for growing its membership and developing the leadership of its member base, with a particular attention on using a gender lens to organize women workers This year, UUSC developed a partnership with a women-run pecan processing co-op in Georgia, the Southern Alternatives Agricultural Cooperative (SAAC) We worked with the New England-based Cooperative Development Institute to jointly support SAAC to develop its systems and broaden its market A key aspect of UUSC's technical support is raising awareness among our members of SAAC as a worker cooperative that merges the principles of fair trade with roots in civil rights and social justice, and one of the ways we accomplished this was through a holiday-season marketing of their pecans and candies Continuing as a lead member of the Let Justice Roll (LJR) living wage coalition's Executive Committee, UUSC provided extensive technical support on infrastructure issues, resource mobilization, and development of LJR's organizing strategy The First Parish Unitarian Universalist in Duxbury, Mass , featured a UUSC representative as a pulpit speaker and radio guest representing Let Justice Roll during the congregation's Living Wage Days celebration to commemorate Dr Martin Luther King, Jr 's birthday and highlight continuing work for living wages at the national, statewide, and local levels UUSC has mobilized Unitarian Universalist faith leaders to be some of the most outspoken voices on supporting LJR's campaign to raise the federal minimum wage to $10 in 2010 This year, through UUSC and Let Justice Roll support, Raise the Wage, Kansas successfully organized for legislation to raise the Kansas minimum wage to $7 25 after it had stagnated at a mere $2 65 for twenty years The bill passed by large majorities in the House and Senate, and will benefit about 20,000 workers when it takes effect in 2010 Governor Sebelius signed the bill into law on April 23, 2009 and in her statement on the bill the governor called the increase "long overdue "In addition, LJR-supported living wage activists in Tennessee organized for the Nashville Metro Council to pass a resolution opposing state legislation that would repeal current living wage ordinances and preempt local governments from requiring private employers to pay a living wage This local resolution was passed on April 21, 2009 with a powerful 25-0 vote, and the state legislation to repeal local living wage ordinances was successfully blocked in the Tennessee House of Representatives

4c (Code) (Expenses $ 1,465,135 including grants of $ 206,543) (Revenue $)

civil liberties PROGRAMS - 1 Building Bridges for Civil Liberties In December 2008, the Civil Liberties program received a grant to launch the "Building Bridges for Civil Liberties" project in 3 cities Chicago, San Francisco Bay Area and Washington, DC The project has two goals - Raise awareness about the gravity of the civil liberties issue and tackle the indifference and apathy to anti-Arab and Muslim rhetoric in this country, - Roll back some of the post 9/11 laws and policies of that have compromised civil liberties under the pretext of advancing national security The first workshop was launched in conjunction with our partner Muslim Advocates as a pilot project in Chicago, IL The following two workshops will take place in the fall and spring UUSC partner, American Islamic Congress/HAMSA, organized a conference in conjunction with the United States Institute of Peace (USIP) and UUSC entitled "Interfaith Leadership Seminar From the Virtual to the Real World " The purpose of this conference was to bring more than 20 top young Middle Eastern activists for intensive training in project management & how to translate their online passion to advance civil liberties and human rights on the ground UUSC provided "micro-seed grants" of $250 to enable each participant to organize an effective program and use the lessons learned from the conference to put their ideas into action upon returning to their local communities 2 STOP Torture UUSC provided grants to the National Religious Campaign Against Torture - NRCAT ($10,000) and Torture Abolitions and Survivors Support Coalition - TASSC ($15,000) Both partners are working actively for the Obama Administration to create a Commission of Inquiry (COI) that would investigate whether members of the Bush administration violated U S laws against torture so those accused of wrongdoing are held accountable UUSC and Unitarian Universalist Association (uua) wrote a joint letter to President Obama urging him to support the creation of an independent Commission of Inquiry (COI) to investigate the full extent of U S -sponsored torture, especially as part of the post-9/11 political and diplomatic environment of the past eight years 3 Who Pays the Price for the War in Iraq?Through UUSC's financial and technical support and focus on the cost of the war in Iraq, our program partners received the following seed grants from UUSC Appeal for Redress ($10,000), Military Families Speak Out - MFSO ($10,000), Veterans for Peace and Win Without War Coalition ($5,000) UUSC's partners have worked hard over many years and have succeeded to pressure the Obama Administration to set a date for withdrawal of all U S troops from Iraq by December 31, 2011 The unit provided a grant of $10,100 to ASUDA, UUSC's partner in Iraq, to organize workshops and educate women about their rights to vote and run for office Conducting a total of 10 seminars in target areas, 5 of the seminars were conducted in April 2009 before the general elections due to be held in Kurdistan on 25 July A total of 152 participants attended that included 99 women and 53 men The remaining 5 workshops will be conducted in September 2009 before the general national elections in Iraq due to be held in early 2010 3 AfghanistanOn May 22nd, UUSC issued its first formal statement about the situation in Afghanistan UUSC has three partners in Afghanistan and has provided grants to the Afghan Center ($9,500), Barakat ($10,500) and Humanitarian Association for Women and Children of Afghanistan - HAWCA ($12,000) UUSC funds their efforts to provide human right awareness training for women and children through various educational, vocational and health programs these organizations run These projects are a continuation of activities that began last year

(Code) (Expenses $ 377,272 including grants of $ 354,448) (Revenue $)

4d Other program services (Describe in Schedule O)
(Expenses $ including grants of $) (Revenue $)

4e Total program service expenses $ 4,973,653 *Must equal Part IX, Line 25, column (B).*

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	Section 501(c)(3) organizations Did the organization engage in lobbying activities? *If "Yes," complete Schedule C, Part II*	4	Yes	
5	Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? *If "Yes," complete Schedule C, Part III*	5		
6	Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D, Part I*	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		No
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization hold assets in term, permanent,or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10	Yes	
11	Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? *If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable*	11	Yes	
12	Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? *If "Yes," complete Schedule D, Parts XI, XII, and XIII*	12	Yes	
13	Is the organization a school as described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the U S ?	14a		No
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, and program service activities outside the U S ? *If "Yes," complete Schedule F, Part I*	14b	Yes	
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or assistance to any organization or entity located outside the United States? *If "Yes," complete Schedule F, Part II*	15	Yes	
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or assistance to individuals located outside the United States? *If "Yes," complete Schedule F, Part III*	16		No
17	Did the organization report more than $15,000 on Part IX, column (A), line 11e? *If "Yes," complete Schedule G, Part I*	17	Yes	
18	Did the organization report more than $15,000 total on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		No
19	Did the organization report more than $15,000 on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20	Did the organization operate one or more hospitals? *If "Yes," complete Schedule H*	20		No
21	Did the organization report more than $5,000 on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21	Yes	
22	Did the organization report more than $5,000 on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22		No
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? *If "Yes," complete Schedule J*	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer questions 24b–24d and complete Schedule K. If "No," go to question 25*	24a	Yes	
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		No
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		No
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		No
25a	Section 501(c)(3) and 501(c)(4) organizations Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		No
b	Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? *If "Yes," complete Schedule L, Part I*	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? *If "Yes," complete Schedule L, Part II*	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? *If "Yes," complete Schedule L, Part III*	27		No

Part IV Checklist of Required Schedules *(Continued)*

			Yes	No
28	During the tax year, did any person who is a current or former officer, director, trustee, or key employee			
a	Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? *If "Yes," complete Schedule L, Part IV*	**28a**		No
b	Have a family member who had a direct or indirect business relationship with the organization? *If "Yes," complete Schedule L, Part IV*	**28b**		No
c	Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? *If "Yes," complete Schedule L, Part IV*	**28c**		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	**29**		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	**30**		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	**31**		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	**32**		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations section 301 7701-2 and 301 7701-3? *If "Yes," complete Schedule R, Part I*	**33**		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1*	**34**		No
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	**35**		No
36	501(c)(3) organizations Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	**36**		No
37	Did the organization conduct more than 5 percent of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	**37**		No

Part V Statements Regarding Other IRS Filings and Tax Compliance

					Yes	No
1a	Enter the number reported in Box 3 of Form 1096, *Annual Summary and Transmittal of U.S. Information Returns. Enter -0-* if not applicable	1a	23			
b	Enter the number of Forms W-2G included in line 1a *Enter -0-* if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	Yes	
2a	Enter the number of employees reported on Form W-3, *Transmittal of Wage and Tax Statements* filed for the calendar year ending with or within the year covered by this return	2a	64			
b	If at least one is reported in 2a, did the organization file all required federal employment tax returns? **Note:** *If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return.*			2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year covered by this return?			3a	Yes	
b	If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O*			3b	Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			4a		No
b	If "Yes," enter the name of the foreign country ______ See the instructions for exceptions and filing requirements for **Form TD F 90-22.1,** *Report of Foreign Bank and Financial Accounts.*					
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		No
c	If "Yes," to 5a or 5b, did the organization file Form 8886-T, *Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?*			5c		
6a	Did the organization solicit any contributions that were not tax deductible?			6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			6b		
7	*Organizations that may receive deductible contributions under section 170(c).*					
a	Did the organization provide goods or services in exchange for any quid pro quo contribution of $75 or more?			7a		No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d				
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		No
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?			7g		
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?			7h		
8	*Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.* Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?			8		No
9	*Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.*					
a	Did the organization make any taxable distributions under section 4966?			9a		No
b	Did the organization make a distribution to a donor, donor advisor, or related person?			9b		No
10	*Section 501(c)(7) organizations.* Enter					
a	Initiation fees and capital contributions included on Part VIII, line 12	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	Section 501(c)(12) organizations Enter					
a	Gross income from members or shareholders	11a				
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b				
12a	*Section 4947(a)(1) non-exempt charitable trusts.* Is the organization filing Form 990 in lieu of Form 1041?			12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b				

Part VI **Governance, Management, and Disclosure** *(Sections A, B, and C request information about policies not required by the Internal Revenue Code.)*

Section A. Governing Body and Management

For each "Yes" response to lines 2-7 below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

			Yes	No
1a	Enter the number of voting members of the governing body . .	1a 15		
b	Enter the number of voting members that are independent . .	1b 15		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		No
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4		No
5	Did the organization become aware during the year of a material diversion of the organization's assets?	5		No
6	Does the organization have members or stockholders?	6		No
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a		No
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
a	the governing body?	8a	Yes	
b	each committee with authority to act on behalf of the governing body?	8b	Yes	
9a	Does the organization have local chapters, branches, or affiliates?	9a		No
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	9b		
10	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990	10	Yes	
11	Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	11		No

Section B. Policies

			Yes	No
12a	Does the organization have a written conflict of interest policy? *If "No", go to line 13*	12a	Yes	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	Yes	
13	Does the organization have a written whistleblower policy?	13	Yes	
14	Does the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision			
a	The organization's CEO, Executive Director, or top management official?	15a	Yes	
b	Other officers or key employees of the organization?	15b	Yes	
	Describe the process in Schedule O			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable Federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed CA , CO , CT , DC , FL , GA , HI , IL , IN , KS , KY , LA , ME , MD , MA , MI , MN , MO , NV , NH , NJ , NM , NY , NC , ND , OH , OK , OR , PA , RI , SC , TN , UT , VA , WA , WV , WI

18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection Indicate how you make these available Check all that apply

☐ own website ☑ another's website ☑ upon request

19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public See Additional Data Table

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization

MICHAEL ZOUZOUA
uusc 689 MASSACHUSETTS AVENUE
CAMBRIDGE,MA 02139
(617) 301-4318

Part VII **Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**

Section A Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed Use Schedule J-2 if additional space is needed

* List all of the organization's **current** officers, directors, trustees (whether individuals or organizations) and key employees regardless of amount of compensation, and current key employees Enter -0- in columns (D), (E), and (F) if no compensation was paid

* List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than $100,000 from the organization and any related organizations

* List all of the organization's **former** officers, key employees, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations

* List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

☐ Check this box if the organization did not compensate any officer, director, trustee or key employee

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply): Individual Trustee or Director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
Chuck Spence , BoaRD MEMBER	1 00	X						0	0	0
David Colton , bOARD MEMBER	1 00	X						0	0	0
Selena Sermeno , bOARD MEMBER	1 00	X						0	0	0
Bill Schulz , Chair	1 00	X						0	0	0
Fasaha Traylor , boARD MEMBER	1 00	X						0	0	0
Diane Miller , bOARD MEMBER	1 00	X						0	0	0
Carolyn Purcell , Secretary	1 00	X						0	0	0
John Gibbons , bOARD MEMBER	1 00	X						0	0	0
Tom ANDREWS , boaRD MEMBER	1 00	X						0	0	0
Katherine C Hall , Vice Chair	1 00	X						0	0	0
CharloTTE JONES-CARROLL , boaRD MEMBER	1 00	X						0	0	0
DAVID LYSY , boaRD MEMBER	1 00	X						0	0	0
Lurma Rackley , boaRD MEMBER	1 00	X						0	0	0
Charles SANDMEL , Treasurer	1 00	X						0	0	0
SusaN C SCRIMSHAW , boaRD MEMBER	1 00	X						0	0	0
CHARLES CLEMENTS , PRESIDENT & CEO	40 00			X				172,018	0	31,210
Constance Kane , VP & COO	40 00			X				0	0	0
MICHAEL ZOUZOUA , CHIEF FINANCIAL OFFICER	40 00			X				109,767	0	19,545
Maxine NEIL , DIR OF INST ADV	40 00					X		106,966	0	10,409

Part VII Continued

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply) Individual Trustee or Director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
1b Total . . . . ▶								388,751	0	61,164

2 Total number of individuals (including those in 1a) who received more than $100,000 in reportable compensation from the organization ▶ 3

		Yes	No
3 Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	**3**		No
4 For any individual listed online 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? *If "Yes," complete Schedule J for such individual*	**4**	Yes	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? *If "Yes," complete Schedule J for such person*	**5**		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than $100,000 of compensation from the organization

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including those in 1) who received more than $100,000 in compensation from the organization . . . . ▶ 0

Part VIII **Statement of Revenue**

				(A) Total Revenue	(B) Related or Exempt Function Revenue	(C) Unrelated Business Revenue	(D) Revenue Excluded from Tax under IRC 512, 513, or 514
Contributions, gifts, grants and other similar amounts	**1a**	Federated campaigns . .	**1a** 119,481				
	b	Membership dues	**1b**				
	c	Fundraising events	**1c**				
	d	Related organizations . . .	**1d**				
	e	Government grants (contributions)	**1e**				
	f	All other contributions, gifts, grants, and similar amounts not included above	**1f** 4,841,210				
	g	Noncash contributions included in lines 1a-1f $ 20,744					
	h	**Total (Add lines 1a-1f)** . . . . ▶		4,960,691			
Program Service Revenue			Business Code				
	2a						
	b						
	c						
	d						
	e						
	f	All other program service revenue					
	g	**Total. Add lines 2a-2f** . . . . ▶ $					
Other Revenue	**3**	Investment income (including dividends, interest other similar amounts) . . . . ▶		198,695			198,695
	4	Income from investment of tax-exempt bond proceeds . . ▶					
	5	Royalties . . . . ▶					

		(i) Real	(ii) Personal
6a	Gross Rents	235,150	
b	Less rental expenses	186,361	
c	Rental income or (loss)	48,789	

		(A)	(B)	(C)	(D)
6d	Net rental income or (loss) . . . . ▶	48,789		24,079	24,710

		(i) Securities	(ii) Other
7a	Gross amount from sales of assets other than inventory	1,781,875	
b	Less cost or other basis and sales expenses	2,855,949	
c	Gain or (loss)	-1,074,074	

			(A)	(B)	(C)	(D)
7d	Net gain or (loss) . . . . ▶		-1,074,074			-1,074,074
8a	Gross income from fundraising events (not including $ ______ of contributions reported on line 1c) See Part IV, line 18 *Attach Schedule G if total exceeds $15,000* . . . . **a**					
b	Less direct expenses . . . **b**					
c	Net income or (loss) from fundraising events . . ▶					
9a	Gross income from gaming activities See part IV, line 19 *Complete Schedule G if total exceeds $15,000* **a**					
b	Less direct expenses . . . **b**					
c	Net income or (loss) from gaming activities . . . ▶					
10a	Gross sales of inventory, less returns and allowances . **a**	72,391				
b	Less cost of goods sold . . **b**	34,833				
c	Net income or (loss) from sales of inventory . . ▶		37,558	37,558		
	Miscellaneous Revenue	Business Code				
11a	OTHER FEES	900,099	48,811	48,811		
b						
c						
d	All other revenue					
e	**Total. Add lines 11a-11d** . . . . $ 48,811					
12	**Total Revenue.** Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e . . . . . . ▶		4,220,470	86,369	24,079	-850,669

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.
All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

	Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the U S See Part IV, line 21	290,177	290,177		
2	Grants and other assistance to individuals in the U S See Part IV, line 22				
3	Grants and other assistance to governments, organizations and individuals outside the U S See Part IV, lines 15 and 16	715,043	715,043		
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	637,664	461,232	54,201	122,231
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	2,410,899	1,956,284		331,356
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	207,341	167,214	12,457	27,670
9	Other employee benefits	2,795	2,258	101	436
10	Payroll taxes	187,332	152,774	9,754	24,804
11	Fees for services (non-employees)				
a	Management				
b	Legal	6,355		525	5,830
c	Accounting	41,000	20,500	13,530	6,970
d	Lobbying				
e	Professional fundraising *See Part IV, line 17*	78,826			78,826
f	Investment management fees	66,660			66,660
g	Other	213,708	110,937	22,974	79,797
12	Advertising and promotion	374,226	285,270	1,482	87,474
13	Office expenses	80,431	52,565	14,716	13,150
14	Information technology	10,594	5,721	3,072	1,801
15	Royalties				
16	Occupancy	431,135	295,286	75,324	60,525
17	Travel	250,288	230,144	5,159	14,985
18	Payments of travel or entertainment expenses for any Federal, state or local public officials				
19	Conferences, conventions and meetings				
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	247,673	183,278	29,721	34,674
23	Insurance	38,256	28,309	4,591	5,356
24	Other expenses—Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below)				
a	MISCELLANEOUS	18,186	16,661	895	630
b					
c					
d					
e					
f	All other expenses				
25	**Total functional expenses.** Add lines 1 through 24f	6,308,589	4,973,653	371,761	963,175
26	**Joint Costs.** Check ☑ if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation	130731	57,522		73,209

Part X **Balance Sheet**

					(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing			423,310	1	410,529
	2	Savings and temporary cash investments			1,536,984	2	2,545,026
	3	Pledges and grants receivable, net			799,326	3	805,297
	4	Accounts receivable, net			187,232	4	62,683
	5	Receivables from current and former officers, directors, trustees, key employees or other related parties *Complete Part II of Schedule L*				5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) *Complete Part II of Schedule L*				6	
	7	Notes and loans receivable, net			91,442	7	
	8	Inventories for sale or use				8	
	9	Prepaid expenses and deferred charges			106,573	9	89,338
	10a	Land, buildings, and equipment cost basis	10a	6,810,587			
	b	Less accumulated depreciation *Complete Part VI of Schedule D*	10b	782,519	7,201,680	10c	6,028,068
	11	Investments—publicly traded securities			11,084,733	11	7,171,155
	12	Investments—other securities See Part IV, line 11 *Complete Part VII of Schedule D*				12	
	13	Investments—program-related See Part IV, line 11 *Complete Part VIII of Schedule D*				13	
	14	Intangible assets				14	
	15	Other assets See Part IV, line 11 *Complete Part IX of Schedule D*			582,579	15	1,204,231
	16	**Total assets.** *Add lines 1 through 15 (must equal line 34)*			22,013,859	16	18,316,327
Liabilities	17	Accounts payable and accrued expenses			458,995	17	408,244
	18	Grants payable				18	
	19	Deferred revenue			11,880	19	14,143
	20	Tax-exempt bond liabilities			3,416,228	20	3,341,566
	21	Escrow account liability *Complete Part IV of Schedule D*				21	
	22	Payable to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons *Complete Part II of Schedule L*				22	
	23	Secured mortgages and notes payable to unrelated third parties				23	
	24	Unsecured notes and loans payable				24	375,000
	25	Other liabilities *Complete Part X of Schedule D*			1,766,053	25	1,536,755
	26	**Total liabilities.** *Add lines 17 through 25*			5,653,156	26	5,675,708
Net Assets or Fund Balances		**Organizations that follow SFAS 117, check here ▶ ☑ and complete lines 27 through 29, and lines 33 and 34.**					
	27	Unrestricted net assets			11,795,816	27	8,084,182
	28	Temporarily restricted net assets			1,687,061	28	1,371,007
	29	Permanently restricted net assets			2,877,826	29	3,185,430
		Organizations that do not follow SFAS 117, check here ▶ ☐ and complete lines 30 through 34.					
	30	Capital stock or trust principal, or current funds				30	
	31	Paid-in or capital surplus, or land, building or equipment fund				31	
	32	Retained earnings, endowment, accumulated income, or other funds				32	
	33	Total net assets or fund balances			16,360,703	33	12,640,619
	34	Total liabilities and net assets/fund balances			22,013,859	34	18,316,327

Part XI **Financial Statements and Reporting**

			Yes	No
1	Accounting method used to prepare the Form 990 ☐ cash ☑ accrual ☐ other			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		No
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
c	If "Yes" to lines 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	Yes	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a		No
b	If "Yes," did the organization undergo the required audit or audits?	3b		

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SCHEDULE A (Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

To be completed by all section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts.
Attach to Form 990 or Form 990-EZ. See separate instructions.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
UNITARIAN UNIVERSALIST SERVICE COMMITTEE INC

Employer identification number
04-6186012

Part I Reason for Public Charity Status (to be completed by all organizations) (See Instructions)

The organization is not a private foundation because it is (Please check only **one** organization)

1 ☐ A church, convention of churches, or association of churches described in **Section 170(b)(1)(A)(i).**

2 ☐ A school described in **Section 170(b)(1)(A)(ii).** (Attach Schedule E)

3 ☐ A hospital or a cooperative hospital service organization described in **Section 170(b)(1)(A)(iii).** (Attach Schedule H)

4 ☐ A medical research organization operated in conjunction with a hospital described in **Section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **Section 170(b)(1)(A)(iv).** (Complete Part II)

6 ☐ A federal, state, or local government or governmental unit described in **Section 170(b)(1)(A)(v).**

7 ☑ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **Section 170(b)(1)(A)(vi)** (Complete Part II)

8 ☐ A community trust described in **Section 170(b)(1)(A)(vi)** (Complete Part II)

9 ☐ An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **Section 509(a)(2).** (Complete Part III)

10 ☐ An organization organized and operated exclusively to test for public safety See **Section 509(a)(4).** (See instructions)

11 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **Section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h

a ☐ Type I **b** ☐ Type II **c** ☐ Type III - Functionally Integrated **d** ☐ Type III - Other

e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)

f If the organization received a written determination from the IRS that it is a Type I, Type II or Type III supporting organization, check this box ☐

g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

		Yes	No
(i) a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization?	**11g(i)**		
(ii) a family member of a person described in (i) above?	**11g(ii)**		
(iii) a 35% controlled entity of a person described in (i) or (ii) above?	**11g(iii)**		

h Provide the following information about the organizations the organization supports

(i) Name of Supported Organization	**(ii)** EIN	**(iii)** Type of organization (described on lines 1- 9 above or IRC section **(See Instructions)**)	**(iv)** Is the organization in col **(i)** listed in your governing document?		**(v)** Did you notify the organization in col **(i)** of your support?		**(vi)** Is the organization in col **(i)** organized in the U S ?		**(vii)** Amount of support?
			Yes	No	Yes	No	Yes	No	
Total									

Part II **Support Schedule for Organizations Described in IRC 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)** (Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Public Support

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")	6,056,758	6,613,561	5,809,950	5,650,460	4,960,691	29,091,420
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 **Total.** Add line 1-3	6,056,758	6,613,561	5,809,950	5,650,460	4,960,691	29,091,420
5 The portion of total contribution by each person (other than a government unit or publicly supported organization) included on line 1 that exceed 2% of the amount shown on line 11, column (f)						3,941,677
6 **Public Support** subtract line 5 from line 4						25,149,743

Total Support

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4	6,056,758	343,180	5,809,950	5,650,460	4,960,691	29,091,420
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	253,610	343,180	265,017	261,420	223,405	1,346,632
9 Net income from unrelated business activities, whether or not the business is regularly carried on			15,620	54,274	24,079	93,973
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
11 **Total Support** (Add lines 7 through 10)						30,532,025

12 Gross receipts from related activities, etc (See instructions) **12** 507,248

13 **First Five Years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and **stop here** ☐

Computation of Public Support Percentage

14 Public Support Percentage for 2008 (line 6 column (f) divided by line 11 column (f)) **14** 82 370 %

15 Public Support Percentage for 2007 Schedule A, Part IV-A, line 26f **15** 82 750 %

16a **33 1/3% Test - 2008.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ☑

b **33 1/3% Test - 2007.** If the organization did not check the box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

17a **10% Facts and Circumstances Test - 2008.** If the organization did not check a box on line 13, 16a, or 16b and line 14 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization ☐

b **10% Facts and Circumstances Test - 2007.** If the organization did not check a box on line 13, 16a, 16b, or 17a and line 15 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization ☐

18 **Private Foundation.** If the organization did not check the box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions ☐

Part III **Support Schedule for Organizations Described in IRC 509(a)(2)**
(Complete only if you checked the box on line 9 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	**(a)** 2004	**(b)** 2005	**(c)** 2006	**(d)** 2007	**(e)** 2008	**(f)** Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total** Add lines 1-5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or $5,000						
c Total of lines 7a and 7b						
8 **Public Support** (Substract line 7c from line 6)						

Total Support

Calendar year (or fiscal year beginning in)	**(a)** 2004	**(b)** 2005	**(c)** 2006	**(d)** 2007	**(e)** 2008	**(f)** Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
13 **Total Support** (Add lines 9, 10c, 11 and 12)						

14 **First Five Years** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and **stop here** ▶☐

Computation of Public Support Percentage

15 Public Support Percentage for 2008 (line 8 column (f) divided by line 13 column (f))	**15**	
16 Public Support Percentage for 2007 Schedule A, Part IV-A, line 27g	**16**	

Computation of Investment Income Percentage

17 Investment Income Percentage for **2008** (line 10c column (f) divided by line 13 column (f))	**17**	
18 Investment Income Percentage from **2007** Schedule A, Part IV-A, line 27h	**18**	

19a **33 1/3% Tests - 2008.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶☐

b **33 1/3% Tests - 2007.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶☐

20 **Private Foundation** If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions ▶☐

Part IV **Supplemental Information.** Complete this part to provide the information required by Part II, line 10; Part II, line 17a or 17b, or Part III, line 12. Provide and any other additional information. (see instructions)

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SCHEDULE C (Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

To be completed by organizations described below. Attach to Form 990 or Form 990-EZ

OMB No 1545-0047

2008

Open to Public Inspection

If the organization answered "Yes," to Form 990, Part IV, Line 3, or Form 990-EZ, Part VI, line 46 (Political Campaign Activities)

- Section 501(c)(3) organizations complete Parts I-A and B Do not complete Part I-C
- Section 501(c) (other than section 501(c)(3)) organizations complete Parts I-A and C below Do not complete Part I-B
- Section 527 organizations complete Part I-A only

If the organization answered "Yes," to Form 990, Part IV, Line 4, or Form 990EZ, Part VI, line 47 (Lobbying Activities)

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) complete Part II-A Do not complete Part II-B
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)) Complete Part II-B Do not complete Part II-A

If the organization answered "Yes," to Form 990, Part IV, Line 5 (Proxy Tax)

- Section 501(c)(4), (5), or (6) organizations complete Part III

Name of the organization	Employer identification number
UNITARIAN UNIVERSALIST SERVICE COMMITTEE INC	04-6186012

Part I-A **To be completed by all organizations exempt under section 501(c) and section 527 organizations.** (See the instructions for Schedule C for details.)

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV

2 Political expenditures $ ________

3 Volunteer hours ________

Part I-B **To be completed by all organizations exempt under section 501(c)(3).** (See the instructions for Schedule C for details.)

1 Enter the amount of any excise tax incurred by the organization under section 4955 $ ________

2 Enter the amount of any excise tax incurred by organization managers under section 4955 $ ________

3 If the organization incurred in a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No

4a Was a correction made? ☐ Yes ☐ No

b If "Yes," describe in Part IV

Part I-C **To be completed by all organizations exempt under section 501(c), except section 501(c)(3).** (See the instructions for Schedule C for details.)

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities $ ________

2 Enter the amount of the filing organization's internal funds contributed to other organizations for section 527 exempt funtion activities $ ________

3 Total of direct and indirect exempt function expenditures Add lines 1 and 2 and enter here and on Form 1120-POL, line 17b $ ________

4 Did the filing organization file **Form 1120-POL** for this year? ☐ Yes ☐ No

5 State the names, addresses and Employer Identification Number (EIN) of all section 527 political organizations to which payments were made Enter the amount paid and indicate if the amount was paid from the filing organization's own internal funds or were political contributions received and promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

(a) Name	**(b)** Address	**(c)** EIN	**(d)** Amount paid from filing organization's internal funds If none, enter -0-	**(e)** Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-

Part II-A **To be completed by organizations exempt under section 501(c)(3) that filed Form 5768 (election under section 501(h)).** (See the instructions for Schedule C for details.)

A Check ☐ if the filing organization belongs to an affiliated group
B Check ☐ if the filing organization checked box A and "limited control" provisions apply

	Limits on Lobbying Expenditures— (The term "expenditures" means amounts paid or incurred.)	**(a)** Filing Organization's Totals	**(b)** Affiliated Group Totals
1a	Total lobbying expenditures to influence public opinion (grass roots lobbying)	1,575	
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	4,560	
c	Total lobbying expenditures (add lines 1a and 1b)	6,135	
d	Other exempt purpose expenditures	5,339,279	
e	Total exempt purpose expenditures (add lines 1c and 1d)	5,345,414	
f	Lobbying nontaxable amount Enter the amount from the following table in both columns—	417,271	

If the amount on line 1e, column (a) or (b) is:	**The lobbying nontaxable amount is:**
Not over $500,000	20% of the amount on line 1e
Over $500,000 but not over $1,000,000	$100,000 plus 15% of the excess over $500,000
Over $1,000,000 but not over $1,500,000	$175,000 plus 10% of the excess over $1,000,000
Over $1,500,000 but not over $17,000,000	$225,000 plus 5% of the excess over $1,500,000
Over $17,000,000	$1,000,000

		(a)	(b)
g	Grassroots nontaxable amount (enter 25% of line 1f)	104,318	
h	Subtract line 1g from line 1a Enter -0- if line g is more than line a	0	
i	Subtract line 1f from line 1c Enter -0- if line f is more than line c	0	

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? ☐ **Yes** ☐ **No**

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 1a through 1f of the instructions.)

Lobbying Expenditures During 4-Year Averaging Period

	Calendar year (or fiscal year beginning in)	**(a)** 2005	**(b)** 2006	**(c)** 2007	**(d)** 2008	**(e)** Total
2a	Lobbying non-taxable amount	462,422	432,402	465,125	417,271	1,777,220
b	Lobbying ceiling amount (150% of line 2a, column(e))					2,665,830
c	Total lobbying expenditures	34,500	38,375	25,500	6,135	104,510
d	Grassroots non-taxable amount	115,606	108,101	116,281	104,318	444,306
e	Grassroots ceiling amount (150% of line d, column (e))					666,459
f	Grassroots lobbying expenditures	31,000	24,875	4,500	1,575	61,950

Part II-B **To be completed by organizations exempt under section 501(c)(3) that have NOT filed Form 5768 (election under section 501(h)).** (See the instructions for Schedule C for details.)

		(a) Yes	(a) No	(b) Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of			
a	Volunteers?			
b	Paid staff or management (include compensation in expenses reported on lines c through i)?			
c	Media advertisements?			
d	Mailings to members, legislators, or the public?			
e	Publications, or published or broadcast statements?			
f	Grants to other organizations for lobbying purposes?			
g	Direct contact with legislators, their staffs, government officials, or a legislative body?			
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means?			
i	Other activities If "Yes," describe in Part IV			
j	Total lines 1c through 1i			
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b	If "Yes" enter the amount of any tax incurred under section 4912			
c	If "Yes" enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A **To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).** (See the instructions for Schedule C for details.)

			Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?	1		
2	Did the organization make only in-house lobbying expenditures of $2,000 or less?	2		
3	Did the organization agree to carryover lobbying and political expenditures from the prior year?	3		

Part III-B **To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, questions 1 and 2 are answered "No" OR if Part III-A, question 3 is answered "Yes."** (See the instructions for Schedule C for details.)

1	Dues, assessments and similar amounts from members	1 $
2	Section 162(e) non-deductible lobbying and political expenditures ***(do not include amounts of political expenses for which the section 527(f) tax was paid).***	
a	Current Year	2a $
b	Carryover from last year	2b $
c	Total	2c $
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3 $
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4 $
5	Taxable amount of lobbying and political expenditures (line 2c total minus 3 and 4)	5 $

Part IV **Supplemental Information**

Complete this part to provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, and Part II-B, line 1i Also, complete this part for any additional information

Identifier	Return Reference	Explanation

Part IV Supplemental Information

Identifier	Return Reference	Explanation

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
UNITARIAN UNIVERSALIST SERVICE COMMITTEE INC

Employer identification number
04-6186012

Part I **Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate Contributions to (during year)		
3	Aggregate Grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit? ☐ Yes ☐ No

Part II **Conservation Easements.** Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply)
☐ Preservation of land for public use (e g , recreation or pleasure) ☐ Preservation of an historically importantly land area
☐ Protection of natural habitat ☐ Preservation of certified historic structure
☐ Preservation of open space

2 Complete lines 2a–2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

			Held at the End of the Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 8/17/06	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ▶

4 Number of states where property subject to conservation easement is located ▶

5 Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff or volunteer hours devoted to monitoring, inspecting and enforcing easements during the year ▶

7 Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year ▶ $

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III **Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.** Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenues included in Form 990, Part VIII, line 1 ▶ $

(ii) Assets included in Form 990, Part X ▶ $

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items

a Revenues included in Form 990, Part VIII, line 1 ▶ $

b Assets included in Form 990, Part X ▶ $

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets *(continued)*

3 Using the organization's accession and other records, check any of the following that are a significant use of its collection items (check all that apply)

a ☐ Public exhibition
b ☐ Scholarly research
c ☐ Preservation for future generations
d ☐ Loan or exchange programs
e ☐ Other

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV Trust, Escrow and Custodial Arrangements. Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain why in Part XIV and complete the following table

			Amount
c	Beginning balance	1c	
d	Additions during the year	1d	
e	Distributions during the year	1e	
f	Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV

Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

		(a) Current Year	(b) Prior Year	(c) Two Years Back	(d) Three Years Back	(e) Four Years Back
1a	Beginning of year balance	11,327,288				
b	Contributions	631,492				
c	Investment earnings or losses	-2,417,739				
d	Grants or scholarships					
e	Other expenditures for facilities and programs	1,308,814				
f	Administrative expenses	60,324				
g	End of year balance	8,171,903				

2 Provide the estimated percentage of the year end balance held as

a Board designated or quasi-endowment ▶ 61 000 %

b Permanent endowment ▶ 39 000 %

c Term endowment ▶

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by

			Yes	No
	(i) unrelated organizations	3a(i)		No
	(ii) related organizations	3a(ii)		No
b	If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b		

4 Describe in Part XIV the intended uses of the organization's endowment funds

Part VI Investments—Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land		970,001		970,001
b Buildings		5,186,153	329,168	4,856,985
c Leasehold improvements				
d Equipment		654,433	453,351	201,082
e Other				
Total. Add lines 1a-1e *(Column (d) should equal Form 990, Part X, column (B), line 10(c).)* ▶				6,028,068

Part VII Investments—Other Securities. See Form 990, Part X, line 12.

(a) Description of security or cateory (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives and other financial products		
Closely-held equity interests		
Other		
Total. *(Column (b) should equal Form 990, Part X, col (B) line 12)* ▶		

Part VIII Investments—Program Related. See Form 990, Part X, line 13.

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Total. *(Column (b) should equal Form 990, Part X, col (B) line 13)* ▶		

Part IX Other Assets. See Form 990, Part X, line 15.

(a) Description	(b) Book value
CASH VALUE OF LIFE INSURANCE	7,808
CASH - ESCROW	196,423
land	1,000,000
Total. *(Column (b) should equal Form 990, Part X, col.(B) line 15.)* . . . . ▶	1,204,231

Part X Other Liabilities. See Form 990, Part X, line 25.

(a) Description of Liability	(b) Amount
Federal Income Taxes	
GIFT ANNUITIES PAYABLE	1,239,613
LIABILITIES UNDER TRUST AGREEMENT	82,289
POOLED INCOME DEFERRED REVENUE	214,853
Total. *(Column (b) should equal Form 990, Part X, col (B) line 25)* ▶	1,536,755

In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	4,220,470
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	6,308,589
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	-2,088,119
4	Net unrealized gains (losses) on investments	4	-1,669,562
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	37,597
9	Total adjustments (net) Add lines 4 - 8	9	-1,631,965
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	-3,720,084

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements			1	2,495,473
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains on investments	2a	-1,669,562		
b	Donated services and use of facilities	2b	36,065		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV)	2d	186,361		
e	Add lines **2a** through **2d**			2e	-1,447,136
3	Subtract line **2e** from line **1**			3	3,942,609
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	66,660		
b	Other (Describe in Part XIV)	4b	211,201		
c	Add lines **4a** and **4b**			4c	277,861
5	Total Revenue Add lines **3** and **4c.** (This should equal Form 990, Part I, line 12)			5	4,220,470

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements			1	6,253,154
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a	36,065		
b	Prior year adjustments	2b			
c	Losses reported on Form 990, Part IX, line 25	2c			
d	Other (Describe in Part XIV)	2d	186,361		
e	Add lines **2a** through **2d**			2e	222,426
3	Subtract line **2e** from line **1**			3	6,030,728
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	66,660		
b	Other (Describe in Part XIV)	4b	211,201		
c	Add lines **4a** and **4b**			4c	277,861
5	Total expenses Add lines **3** and **4c.** (This should equal Form 990, Part I, line 18)			5	6,308,589

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part XIV, lines 1b and 2b, Part V, line 4, Part X, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b

Identifier	Return Reference	Explanation
		Part XI, Line 8 Change in Value of Split-Interest Gifts $37,597 Part XII, Line 2d Rental Expense $186,361 Part XII, Line 4b Capital Campaign Expense $211,201 Part XIII, Line 2d Rental Expense $186,361 Part XIII, Line 4b Capital Campaign Expense $211,201

Part XIV **Supplemental Information***(continued)*

Identifier	Return Reference	Explanation
		Part XI, Line 8 Change in Value of Split-Interest Gifts $37,597 Part XII, Line 2d Rental Expense $186,361 Part XII, Line 4b Capital Campaign Expense $211,201 Part XIII, Line 2d Rental Expense $186,361 Part XIII, Line 4b Capital Campaign Expense $211,201

SCHEDULE F (Form 990)

Department of the Treasury Internal Revenue Service

Statement of Activities Outside the United States

▶ **Attach to Form 990. Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.**

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
UNITARIAN UNIVERSALIST SERVICE COMMITTEE INC

Employer identification number
04-6186012

Part I **General Information on Activities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

1 **For grantmakers.** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance . . . . . ☑ **Yes** ☐ **No**

2 **For grantmakers.** Describe in Part IV the organization's procedures for monitoring the use of grant funds outside the United States

3 Activites per Region (Use Schedule F-1 (Form 990) if additional space is needed)

(a) Region	**(b)** Number of offices in the region	**(c)** Number of employees or agents in region	**(d)** Activities conducted in region (by type) (i e , fundraising, program services, grants to recipients located in the region)	**(e)** If activity listed in (d) is a program service, describe specific type of service(s) in region	**(f)** Total expenditures in region
Central America and the Caribbean	0	0	grants to recipients located in the region	humanitarian assistance	32,500
East asia and the pacific	0	0	grants to recipients located in the region	humanitarian assistance	209,055
Middle east and north africa	0	0	grants to recipients located in the region	humanitarian assistance	29,128
north america	0	0	grants to recipients located in the region	humanitarian assistance	15,030
south america	0	0	grants to recipients located in the region	humanitarian assistance	47,000
south asia	0	0	grants to recipients located in the region	humanitarian assistance	43,620
sub-saharan africa	0	0	grants to recipients located in the region	humanitarian assistance	245,712
Totals . . . . . ▶					622,045

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than $5,000. Check this box if no one recipient received more than $5,000 . . . . ▶ ☑
Use Schedule F-1 if additional space is needed.

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		central america and the Carribean	Humanitarian Assistance	32,500	Wire Transfer			
		East Asia and the Pacific	Humanitarian Assistance	209,055	Wire Transfer			
		Middle East and North Africa	Humanitarian Assistance	29,128	wire Transfer			
		North America	Humanitarian Assistance	15,030	wire Transfer			
		South America	Humanitarian Assistance	47,000	wire Transfer			
		South Asia	Humanitarian Assistance	43,620	wire Transfer			
		Sub-Saharan Africa	Humanitarian Assistance	245,712	wire Transfer			

2 Enter total number of organizations that are recognized as charities by the foreign country or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . . ▶ 38

3 Enter total number of other organizations or entities . . . . ▶

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 16. Use Schedule F-1 (Form 990) if additional space is needed.

(a) Type of grant or assistance	**(b)** Region	**(c)** Number of recipients	**(d)** Amount of cash grant	**(e)** Manner of cash disbursement	**(f)** Amount of non-cash assistance	**(g)** Description of non-cash assistance	**(h)** Method of valuation (book, FMV, appraisal, other)

Part IV Supplemental Information

Complete this part to provide the information required in Part I, line 2, and any other additional information.

Identifier	ReturnReference	Explanation
Schedule F, Part IV	Other Information	Activities for each grant are outlined in the proposal form and are mutually agreed upon by UUSC and the partner organization The goals of the project must be in line with UUSC's mission and vision and the partner organization must comply with Department of Treasury regulations Once the grant is awarded, the progress of goals and activities is monitored using a results based monitoring and evaluation system that includes the following methods metrics systems, whole measure rating scale, complex adaptive systems, systems thinking, observation and ethnographic story lines These methods are implemented through a variety of ways such as site visits, regular phone calls, focus group meetings, written reports, and financial reports A written midterm report is requested as well as a financial report Upon completion of the project, a final written narrative and financial report is requested that analyzes the success and challenges of the project based on the goals and activities outlined in the proposal

Additional Data

Return to Form

Software ID:
Software Version:
EIN: 04-6186012
Name: UNITARIAN UNIVERSALIST SERVICE COMMITTEE INC

Form 990 Schedule F Part II - Grants and Other Assistance to Organizations or Entities Outside The United States

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		central america and the Carribean	Humanitarian Assistance	32,500	Wire Transfer			
		East Asia and the Pacific	Humanitarian Assistance	209,055	Wire Transfer			
		Middle East and North Africa	Humanitarian Assistance	29,128	wire Transfer			
		North America	Humanitarian Assistance	15,030	wire Transfer			
		South America	Humanitarian Assistance	47,000	wire Transfer			
		South Asia	Humanitarian Assistance	43,620	wire Transfer			
		Sub-Saharan Africa	Humanitarian Assistance	245,712	wire Transfer			

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SCHEDULE G (Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

▶ Attach to Form 990 or Form 990-EZ. Must be completed by organizations that answer "Yes" to Form 990, Part IV, lines 17, 18, or 19, and by organizations that enter more than $15,000 on Form 990-EZ, line 6a.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
UNITARIAN UNIVERSALIST SERVICE COMMITTEE INC

Employer identification number
04-6186012

Part I Fundraising Activities. Complete if the organization answered "Yes" to Form 990, Part IV, line 17.

1 Indicate whether the organization raised funds through any of the following activities Check all that apply

- **a** ☑ Mail solicitations
- **b** ☑ Email solicitations
- **c** ☑ Phone solicitations
- **d** ☑ In-person solicitations
- **e** ☑ Solicitation of non-government grants
- **f** ☐ Solicitation of government grants
- **g** ☐ Special fundraising events

2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising activities? ☑ **Yes** ☐ **No**

b If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization Form 990-EZ filers are not required to complete this table

(i) Name of individual or entity (fundraiser)	**(ii)** Activity	**(iii)** Did fundraiser have custody or control of contributions? Yes	No	**(iv)** Gross receipts from activity	**(v)** Amount paid to (or retained by) fundraiser listed in col (i)	**(vi)** Amount paid to (or retained by) organization
share group	phone		No	244,632	81,119	163,513
Total ▶						

3 List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or licensing

MN,RI,HI,OK,FL,CO,WI,DC,AK,AZ,AL,UT,WV,MA,PA,SC,CA,IN,NC,NH,NY,OH,OR,VA,WA,CT,ME,GA,IL,KS,KY,MD,MI,NJ,NM,TN,AZ

Part II **Fundraising Events.** Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than $15,000 on Form 990-EZ, line 6a. List events with gross receipts greater than $5,000.

		(a) Event #1 (event type)	(b) Event #2 (event type)	(c) Other Events (total number)	(d) Total Events (Add col (a) through col (c))
Revenue	1 Gross receipts				
	2 Less Charitable contributions				
	3 Gross revenue (line 1 minus line 2)				
Direct Expenses	4 Cash Prizes				
	5 Non-cash Prizes				
	6 Rent/Facility costs				
	7 Other direct expenses				
	8 Direct expense summary Add lines 4 through 7 in column (d) ▶				
	9 Net income summary Combine lines 3 and 8 in column (d). ▶				

Part III **Gaming.** Complete if the organization answered "Yes" to Form 990, Part IV, line 19, or reported more than $15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (Add col (a) through col (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Non-cash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes ____ % ☐ No	☐ Yes ____ % ☐ No	☐ Yes ____ % ☐ No	
	7 Direct expense summary Add lines 2 through 5 in column (d) ▶				
	8 Net gaming income summary Combine lines 1 and 7 in column (d) ▶				

			Yes	No
9	Enter the state(s) in which the organization operates gaming activities ____			
a	Is the organization licensed to operate gaming activities in each of these states?	9a		
b	If "No," Explain			
10a	Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year?	10a		
b	If "Yes," Explain			
11	Does the organization operate gaming activities with nonmembers?	11		
12	Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming?	12		

			Yes	No
13 Indicate the percentage of gaming activity operated in				
a The organization's facility	**13a**			
b An outside facility	**13b**			
14 Provide the name and address of the person who prepares the organization's gaming/special events books and records Name ▶ Address ▶				
15a Does the organization have a contract with a third party from whom the organization receives gaming revenue?		**15a**		
b If "Yes," enter the amount of gaming revenue received by the organization ▶ $ ________ and the amount of gaming revenue retained by the third party ▶ $ ________				
c If "Yes," enter name and address Name ▶ Address ▶				
16 Gaming manager information Name ▶ Gaming manager compensation ▶ $ ________ Description of services provided ▶ ☐ Director/officer ☐ Employee ☐ Independent contractor				
17 Mandatory distributions				
a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?		**17a**		
b Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ $				

Additional Data

Software ID:
Software Version:
EIN: 04-6186012
Name: UNITARIAN UNIVERSALIST SERVICE COMMITTEE INC

Form 990 Schedule G - Licensed States

Licensed States

Schedule I (Form 990)

Department of the Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations, Governments and Individuals in the U.S.

Complete if the organization answered "Yes," on Form 990, Part IV, lines 21 or 22. Attach to Form 990.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
UNITARIAN UNIVERSALIST SERVICE COMMITTEE INC

Employer identification number
04-6186012

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . ☑ Yes ☐ No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II Grants and Other Assistance to Governments and Organizations in the United States.

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 for any recipient that received more than $5,000. Check this box if no one recipient received more than $5,000. Use Part IV and Schedule I-1 if additional space is needed . . . ▶ ☐

1(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
See Additional Data Table							

2 Enter total number of section 501(c)(3) and government organizations . . . ▶ 18

3 Enter total number of other organizations . . . ▶ 2

Part III **Grants and Other Assistance to Individuals in the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22. Use Schedule I-1 (Form 990) if additional space is needed.

(a) Type of grant or assistance	**(b)** Number of recipients	**(c)** Amount of cash grant	**(d)** Amount of non-cash assistance	**(e)** Method of valuation (book, FMV, appraisal, other)	**(f)** Description of non-cash assistance

Part IV **Supplemental Information.** Complete this part to provide the information required in Part I, line 2, and any other additional information.

See Additional Data Table

Identifier	**Return Reference**	**Explanation**
Other Information	Part IV	Each grant has a term limit At the end of the term, a full narrative and financial report is requested that documents how the funds were used Monitoring and evaluation of the project is ongoing throughout the terms of the grant

Additional Data

Return to Form

Software ID:
Software Version:
EIN: 04-6186012
Name: UNITARIAN UNIVERSALIST SERVICE COMMITTEE INC

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	**(b)** EIN	**(c)** IRC Code section if applicable	**(d)** Amount of cash grant	**(e)** Amount of non-cash assistance	**(f)** Method of valuation (book, FMV, appraisal, other)	**(g)** Description of non-cash assistance	**(h)** Purpose of grant or assistance
American Civil Liberties UnionPO Box 2242 Jackson, MS 39225	64-0694013	501(c)3	13,360				Support Org working on rights issues post Katrina
Mass Global Action33 Harrison Ave 4th Floor Boston, MA 02111	04-3454144	501(c)3	18,300				Improve Public Access to water by awareness
Interfaith Worker Justice 1020 W Bryn Mawr Ave Chicago, IL 60660	36-4063982	501(c)3	20,000				Improve poultry workers Labor Rights
STITCH1525 Newton St NW Washington, DC 20010	36-4275984	501(c)3	20,000				Strengthen Women's leadership in the US & Globally
NW Arkansas Workers Justice Center2200 W Sunset B-4 Springdale, AR 72762	20-3709967	501(c)3	20,000				Setting the Foundation for Progress
Muslim Advocates315 Montgomery St 8th Floor San Fransisco, CA 94104	30-0298794	501(c)3	18,500				Defend & Build Bridges in the US
Torture Abolition & Survivor Support4121 Harewood Road NE Ste B Washington, DC 20017	30-0060696	501(c)3	15,000				Compile list of Nations that torture
American Islamic Congress 1718 M St NW 243 Washington, DC 20036	06-1163452	501(c)3	10,000				Civil Rights Leadership Program
Appeal for Redress216 S Meramec Ave St Louis, MO 63106	35-1546655	501(c)3	10,000				Provide Members of the Military to Execise their Rights
Military Family Speaks outpo box 300549 Jamaica Plain, MA 02130	20-3795056	501(c)3	10,000				Amplify the voices of Military families

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	**(b)** EIN	**(c)** IRC Code section if applicable	**(d)** Amount of cash grant	**(e)** Amount of non-cash assistance	**(f)** Method of valuation (book, FMV, appraisal, other)	**(g)** Description of non-cash assistance	**(h)** Purpose of grant or assistance
Ntle Riligious Campaign against torture316 F St NE Washington, DC 20002	26-1545982	501(c)3	10,000				Public education & Legislative Advocacy
Southern Alternative Agricultural Cooperative PO Box 426 Leslie, GA 31764	27-0106848		9,000				Building Capacity of a Rural Southern Pecan Co-op
Michigan UU Social Justice Network122 W Franklin Ave 303 Minneapolis, MN 55404	06-1589497	501(c)3	9,500				Strengthen State Mobilizing & Organizing Capacity
Minnisota UU Social Justice Alliance122 W Franklin Ave 303 minneapolis, MN 55404	42-1734371	501(c)3	9,500				Strengthen State Mobilizing & Organizing Capacity
CA UU Legislative Ministry717 K St 514 Sacramento, CA 95814	87-0694546	501(c)3	9,500				Advocacy of Human Rights to Water
UU MA Action Network76 Willow St acton, MA 01720	30-0430799	501(c)3	17,060				Strengthen State Mobilizing & Organizing Capacity
Interfaith impact of nypo box 582 Queensbury, NY 12804	20-8188414	501(c)3	9,500				Strengthen State Mobilizing & Organizing Capacity
UULM-MD333 Dubois Rd annapolis, MD 21401	52-0897639	501(c)3	6,700				Strengthen State Mobilizing & Organizing Capacity
UU Legislative Ministry of Florida1901 E Robinson St Ste 18 Orlando, FL 32803	59-3451507	501(c)3	9,000				Strengthen State Mobilizing & Organizing Capacity
Washington UU Voices of Justice2200 East End St NW olympia, WA 98502	26-0872007	501(c)4	9,500				Strengthen State Mobilizing & Organizing Capacity

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Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
▶ Attach to Form 990. To be completed by organizations that answered "Yes" to Form 990, Part IV, line 23.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
UNITARIAN UNIVERSALIST SERVICE COMMITTEE INC

Employer identification number
04-6186012

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items ☐ First class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e g , maid, chauffeur, chef)			
b	If line 1a is checked, did the organization follow a written policy regarding payment or reimbursement or provision of all the expenses described above? If "No," complete Part III to explain	**1b**		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	**2**		
3	Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director Check all that apply ☑ Compensation committee ☑ Written employment contract ☑ Independent compensation consultant ☑ Compensation survey or study ☑ Form 990 of other organizations ☑ Approval by the board or compensation committee			
4	During the year, did any person listed in Form 990, Part VII, Section A, line 1a			
a	Receive a severance payment or change of control payment?	**4a**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		No
c	Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III	**4c**		No
	501(c)(3) and 501(c)(4) organizations only must complete lines 5-8.			
5	For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of			
a	The organization?	**5a**		No
b	Any related organization? If "Yes," to line 5a or 5b, describe in Part III	**5b**		No
6	For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of			
a	The organization?	**6a**		No
b	Any related organization? If "Yes," to line 6a or 6b, describe in Part III	**6b**		No
7	For persons listed in form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III	**7**		No
8	Were any amounts reported in Form 990, Part VII, paid or accured pursuant to a contract that was subject to the initial contract exception described in Regs section 53 4958-4(a)(3)? If "Yes," describe in Part III	**8**		No

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use Schedule J-1 if additional space needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations described in the instructions on row (ii) Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(i)-(iii) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name		**(B)** Breakdown of W-2 and/or 1099-MISC compensation			**(C)** Deferred compensation	**(D)** Nontaxable benefits	**(E)** Total of columns (B)(i)-(D)	**(F)** Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base compensation	**(ii)** Bonus & incentive compensation	**(iii)** Other compensation				
CHARLES CLEMENTS	(i) (ii)	172,018				15,482	187,500	
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8 Also complete this part for any additional information

Identifier	Return Reference	Explanation

Schedule K (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information on Tax Exempt Bonds

To be completed by organizations that answered "Yes" to Form 990, Part IV, line 24a.
Provide descriptions, explanations, and any additional information in Schedule O.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
UNITARIAN UNIVERSALIST SERVICE COMMITTEE INC

Employer identification number
04-6186012

Part I Bond Issues *(Required for 2008)*

	(a) Issuer Name	(b) Issuer EIN	(c) CUSIP #	(d) Date Issued	(e) Issue Price	(f) Description of Purpose	(g) Defeased		(h) On Behalf of Issuer	
							Yes	No	Yes	No
A	Massachusetts Development Finance Agency	04-3431814		05-17-2007	3,500,000	PURCHASE or Office BUILDING		X		X

Part II Proceeds *(Optional for 2008)*

		A	B	C	D	E
1	Total Proceeds of Issue					
2	Gross Proceeds in Reserve Funds					
3	Proceeds in Refunding or Defeasance Escrows					
4	Other Unspent Proceeds					
5	Issuance Costs from Proceeds					
6	Working Capital Expenditures from Proceeds					
7	Capital Expenditures from Proceeds					
8	Year of Substantial Completion					

		A Yes	A No	B Yes	B No	C Yes	C No	D Yes	D No	E Yes	E No
9	Were the bonds issued as part of a current refunding issue?										
10	Were the bonds issued as part of an advance refunding issue?										
11	Has the final allocation of proceeds been made?										
12	Does the organization maintain adequate books and records to support the final allocation of proceeds?										

Part III Private Business Use *(Optional for 2008)*

		A Yes	A No	B Yes	B No	C Yes	C No	D Yes	D No	E Yes	E No
1	Was the organization a partner in a partnership, or a member of an LLC, which owned property financed by tax-exempt bonds?										
2	Are there any lease arrangements with respect to the financed property which may result in private business use?										

Part III Private Business Use *(Continued)*

		A Yes	A No	B Yes	B No	C Yes	C No	D Yes	D No	E Yes	E No
3a	Are there any management or service contracts with respect to the financed property which may result in private business use?										
3b	Are there any research agreements with respect to the financed property which may result in private business use?										
3c	Does the organization routinely engage bond counsel or other outside counsel to review any management or service contracts or research agreements relating to the financed property?										
4	Enter the percentage of financed property used in a private business use by entities other than a 501(c)(3) organization or a state or local government										
5	Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another 501(c)(3) organization, or a state or local government										
6	Total of lines 4 and 5										
7	Has the organization adopted management practices and procedures to ensure the post-issuance compliance of its tax-exempt bond liabilities?										

Part IV Arbitrage *(Optional for 2008)*

		A Yes	A No	B Yes	B No	C Yes	C No	D Yes	D No	E Yes	E No
1	Has a Form 8038-T been filed wth respect to the bond issue?										
2	Is the bond issue a variable rate issue?										
3a	Has the organization or the government issuer identified a hedge with respect to the bond issue on its books and records?										
b	Name of provider										
c	Term of hedge										
4a	Were gross proceeds invested in a GIC?										
b	Name of provider										
c	Term of GIC										
d	Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied?										
5	Were any gross proceeds invested beyond an available temporary period?										
6	Did the bond issue qualify for an exception to rebate?										

SCHEDULE O (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
UNITARIAN UNIVERSALIST SERVICE COMMITTEE INC

Employer identification number
04-6186012

Identifier	Return Reference	Explanation
Form 990, Part III, line 4d	Other Program Services	HUMAN RIGHTS PROGRAMS - Promoting Rights in Humanitarian Crises Consistent with our values as a human rights organization, UUSC channels humanitarian relief funds to grassroots organizations providing assistance to marginalized, neglected and politically oppressed populations who have difficulties accessing traditional aid distribution in crises and emergencies We have both a short term emergency response program and long term work in conflict situations This year, in our emergency program we continued support to partners from the South Asia tsunami, Cyclone Nargis in Myanmar and Gaza In Sri Lanka and India, we worked with a regional tsunami women survivor network to develop a research plan to document how women have lost their land or land titles in the wake of the tsunami This is the last segment of the block grant with Action Aid made in 2008 and is also the final tsunami grant After Cyclone Nargis in Myanmar in May 2008, UUSC made an appeal for funds, received $200,000 and implemented a program in the Irawaddy Delta through grassroots partners working there UUSC's particular focus in the Delta was on women headed households and safety for unaccompanied girls UUSC's partners supported income generation work and training for widows in towns and villages who left behind by larger aid projects All projects have been completed except a final project documenting human rights violations in the Delta post-cyclone, carried out by Grassroots Human Rights Education After the Israeli offensive against Gaza in January 2009, UUSC opened an appeal for Gaza and received approximately $22,000 which we have used to support a program with youth leaders doing psycho-social trauma work and small scale repairs UUSC wound down our work in Hurricane Katrina, the South Asian tsunami and the Pakistan earthquake by completing three major evaluations which were presented to the UUSC board in May 2009 UUSC continued to develop our long term program work in regions of armed conflict We completed our first year of support to the two year program of "Weaving a web of protection for women and girls" in the displaced camps in Darfur Our gender advisor on the ground trained UN police on gender sensitive protection, developed a market for IDP women in South Darfur, opened five women's centers where several hundred women have been trained in leadership and income generation, began a program to market Darfurian women's handicrafts overseas and continued training camp leaders in gender issues for security The UN has now requested that the gender advisor train UN Police in the two other Darfur regions, given the success of the gender sensitive protection training in South Darfur Continuing our work to develop long term programs, UUSC continues to collaborate with Caritas Pader, to support the post war return process in Northern Uganda Together, we have completed a pilot project supporting the return of over 300 families to six villages in Pader UUSC is now beginning a long term project with Caritas-Pader supporting the resettlement of two parishes In Kakamega, Kenya, we have completed a successful pilot project in supporting dispersed displaced families through revolving loan funds and counseling and have now moved that work into long term development Finally, we are developing a long term program in the Shan and Karen states of Myanmar, focusing on providing revolving loan funds and livelihoods assistance to populations in conflict areas through the support of monastic institutions Expenses $ 377272 including grants of $ 354448 Revenue $ 0

Identifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 10		The draft of the form 990 is discussed and reviewed with the audit committee of the board of trustees for their comments, input and approval All the members of the governing body receive either a hard copy or an electronic copy of the Form 990 before it is filed

Identifier	Return Reference	Explanation
Form 990, Part VI, Section B, line 12c		UUSC regularly and consistently monitors and enforces compliance with the conflict of interest policy which covers all staff and the board of trustees In doing so, all decisions (financial or non-financial) are scrutinized to ensure that they are not self-serving with respect to UUSC personnel or members of the board of trustees Human Resources decides if a conflict on interest exists for UUSC personnel and elevates the matter to the President/CEO or the President of the board of trustees as appropriate The board completes a conflict of interest form annually which is then shared with the full board The conflicted individual is prohibited from voting or making any decisions related to the matter

Identifier	Return Reference	Explanation
Form 990, Part VI, Section B, line 15		The compensation of the President/CEO is determined by the compensation committee of the the board of trustees, all of whom are independent The compensation is determined by reference to comparability data The president/ceo's compensation is reviewed and potentially adjusted annually upon board approval The deliberation and documentation is contemporaneous Compensation for other officers is determined by the president/ceo Such compensation is similarly determined by reference to comparability data

Identifier	Return Reference	Explanation
Form 990, Part VI, Section C, line 19		UUSC makes its governing documents, conflict of interest policy and financial statements available to the public by publishing them on its website

Additional Data

Software ID:
Software Version:
EIN: 04-6186012
Name: UNITARIAN UNIVERSALIST SERVICE COMMITTEE INC

Form 990, Part I, Line 1 - Briefly describe the Organization's mission or most significant activities:

See Schedule OTHE PURPOSES OF THE UNITARIAN UNIVERSALIST SERVICE COMMITTEE SHALL BE TO SEEK A MORE JUST AND HUMANE SOCIETY BY:PROVIDING EXPERIENCES THAT PROMOTE SELF-DETERMINATION AND HUMAN FREEDOM: RESISTING AND CHANGING OPPRESSIVE INSTITUTIONS AND PRACTICES, EDUCATING AND MOBILIZING INDIVIDUALS AND GROUPS FOR SERVICE AND ACTIONS: AND BRINGING OCCASIONAL EMERGENCY DIRECT RELIEF WHERE HUMAN DIGNITY AND RIGHTS ARE VIOLATED.

Form 990, Part III, Line 1 - Briefly describe the organization's mission:

THE PURPOSES OF THE UNITARIAN UNIVERSALIST SERVICE COMMITTEE SHALL BE TO SEEK A MORE JUST AND HUMANE SOCIETY BY:PROVIDING EXPERIENCES THAT PROMOTE SELF-DETERMINATION AND HUMAN FREEDOM: RESISTING AND CHANGING OPPRESSIVE INSTITUTIONS AND PRACTICES, EDUCATING AND MOBILIZING INDIVIDUALS AND GROUPS FOR SERVICE AND ACTIONS: AND BRINGING OCCASIONAL EMERGENCY DIRECT RELIEF WHERE HUMAN DIGNITY AND RIGHTS ARE VIOLATED.

Additional Data

Return to Form

Software ID:
Software Version:
EIN: 04-6186012
Name: UNITARIAN UNIVERSALIST SERVICE COMMITTEE INC

Part III Supplemental Information

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8 Also complete this part for any additional information

Identifier	Return Reference	Explanation